## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## **USDA** (and below)

For 4th Quarter 2014 for period ending September 30, 2014

			Cor	nparati	ve Data	1
Complaint Activity	Pr	evious	ıta	2014Thru09-30		
	2009	2010	2011	2012	2013	2014111ru09-30
Number of Complaints Filed	527	478	534	548	544	481
Number of Complainants	394	466	518	530	512	465
Repeat Filers	21	7	12	14	26	17

Complaints by Posis			Com	parativ	e Data	l
Complaints by Basis	Pro	evious I				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	2014Thru09- 30
Race	181	174	231	222	213	243
Color	44	23	39	61	64	73
Religion	13	16	23	24	19	19
Reprisal	248	197	266	289	311	270
Sex	178	166	220	235	213	207
PDA	0	0	0	0	2	3

National Origin	61	51	61	65	59	74
Equal Pay Act	3	2	4	3	8	4
Age	168	167	201	182	201	183
Disability	91	101	114	144	150	130
Genetics	0	0	1	2	3	2
Non-EEO	33	44	46	55	42	55
			Com	parativ	ve Data	1
Complaints by Issue	Pre	evious ]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	2014Thru09- 30
Appointment/Hire	20	22	42	25	34	25
Assignment of Duties	80	55	73	100	119	117
Awards	21	11	22	24	24	9
Conversion to Full-time	0	1	0	1	2	1
Disciplinary Action						
Demotion	4	5	3	7	3	5
Reprimand	25	15	29	42	28	23
Suspension	23	28	23	40	30	27
Removal	7	6	5	10	13	7
Other	11	10	16	28	17	31
Duty Hours	9	5	5	16	11	11
Evaluation Appraisal	66	63	76	64	85	73
Examination/Test	2	1	1	4	1	1
Harassment						
Non-Sexual	237	188	237	310	275	264

Sexual		15	13	2	25	16	12	20
Medical Examination		0	1	2	2	5	2	4
Pay (Including Overtime)		5	39					
Promotion/Non-Selection	117 109 143 119 123							111
Reassignment								
Denied		10	5	٥	9	13	19	27
Directed		35	21	2	22	34	33	43
Reasonable Accommodation	on	28	35	4	-1	59	63	48
Reinstatement		1	3	(	0	2	0	0
Retirement		6	1		6	3	2	1
Termination		35	34	4	-1	37	40	34
Terms/Conditions of Empl	oyment	49	38	5	6	91	176	146
Time and Attendance		31	25	3	4	59	50	32
Training		35	24	3	7	49	41	33
Other		57	61	7	8	60	26	23
			Co	mp	ara	tive l	Data	
<b>Processing Time</b>		Previous	s Fisca	l Y	ear	Data		2014Thru09-
	2009	2010	201	1	20	12	2013	30
Complaints pending during	g fiscal ye	ear	1					ı
Average number of days in investigation	160.67	328.36	296.	79	250	0.15	242.05	212.08
Average number of days in final action	677.81	358.84	216.:	50	224	4.60	165.94	169.31
Complaint pending during	fiscal year	ar where	hearin	ıg w	as r	eque	sted	
Average number of days in investigation	20.60	280.86	289.0	61	235	5.29	247.31	217.23
Average number of days in final action	176.76	325.38	93.1	5	129	9.79	119.33	199.47

Complaint pending during	g fis	cal ye	ear w	here	hear	ing v	vas 1	not re	ques	ted			
Average number of days in investigation	25	256.26 392.43 309.25 277.51 233.21						204	1.07				
Average number of days in final action	82	825.73   397.92   294.30   271.66   187.19						7.19	134.58				
						(	Comp	parat	ive l	Data			
Complaints Dismiss Agency	ed by										2014T	2014Thru09-	
	2009 2010 2011 2012 2013									3	0		
Total Complaints Dismis Agency	ssed by 39 53 65 43 67								6	4			
Average days pending pr dismissal	ior to	)	24	8	274	11	1	140	8	3	18	38	
Co	mpla	nplaints Withdrawn by Complainants											
Total Complaints Withda Complainants	awn	awn by 24 34 32 31 29 32									2		
					C	omp	arat	tive I	)ata				
Total Final Agency			Prev	vious	Fisc	al Y	ear :	Data			2014T	hru09-	
Actions Finding Discrimination	20	09	20	10	20	11	20	12	20			60	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	15		22		30		17		19		24		
Without Hearing	13	87	17	77	27	90	16	94	15	79	15	63	
With Hearing	2	13	5	23	3	10	1	6	4	21	9	38	
Findings of					C	omp	arat	ive D	ata				
Discrimination Rendered by Basis	Previous Fiscal Year Data 2014Thru0									hru09-			
Note: Complaints can	200	)9	201	10	201	1	20	12	20	)13	3	80	
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	

Total Number Findings	15		22		30		17		19		24	
Race	4	27	3	14	2	7	6	35	2	11	6	25
Color	0	0	0	0	0	0	0	0	2	11	1	4
Religion	0	0	0	0	0	0	0	0	0	0	2	8
Reprisal	4	27	11	50	9	30	6	35	6	32	7	29
Sex	6	40	4	18	5	17	2	12	5	26	2	8
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	7	1	5	0	0	1	6	3	16	5	21
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	4
Age	7	47	8	36	11	37	4	24	6	32	2	8
Disability	2	13	4	18	10	33	6	35	6	32	8	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	5	0	0	0	0	3	16	2	8
	ı		ı		<u> </u>	1	<u> </u>					
Findings After Hearing	2		5		3		1		4		9	
Race	1	50	2	40	0	0	0	0	2	50	4	44
Color	0	0	0	0	0	0	0	0	2	50	1	11
Religion	0	0	0	0	0	0	0	0	0	0	2	22
Reprisal	1	50	3	60	2	67	1	100	0	0	4	44
Sex	1	50	2	40	0	0	0	0	1	25	2	22
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	2	22
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	11
Age	0	0	3	60	0	0	0	0	3	75	1	11
Disability	0	0	1	20	1	33	0	0	1	25	0	0

Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	2	50	1	11
		1	<u>'</u>	1	1	1	ı			<u>'</u>	1	
Findings Without Hearing	8		17		27		16		15		15	
Race	3	38	1	6	2	7	6	38	0	0	2	13
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	8	47	7	26	5	31	6	40	3	20
Sex	2	25	2	12	5	19	2	13	4	27	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	13	1	6	0	0	1	6	3	20	3	20
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	6	75	5	29	11	41	4	25	3	20	1	7
Disability	2	25	3	18	9	33	6	38	5	33	8	53
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	6	0	0	0	0	1	7	1	7
					(	Comp	parat	ive D	ata			
Findings of			Pre	vious	s Fis	cal Y	'ear	Data			2014T	hru09-
Discrimination Rendered by Issue	20	09	20	10	20	11	20	12	20	13	3	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	15		22		30		17		19		24	
Appointment/Hire	0	0	0	0	0	0	0	0	2	11	0	0
Assignment of Duties	0	0	1	5	4	13	2	12	0	0	3	13
Awards	0	0	0	0	0	0	0	0	0	0	1	4
Conversion to Full-	0	0	0	0	0	0	0	0	0	0	0	0

time												
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	1	4
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	7	1	5	2	7	0	0	2	11	1	4
Removal	0	0	1	5	0	0	0	0	1	5	0	0
Other	0	0	0	0	0	0	1	6	0	0	1	4
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	7	0	0	3	10	3	18	0	0	1	4
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	7	10	45	16	53	8	47	5	26	8	33
Sexual	0	0	0	0	0	0	1	6	1	5	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	7	0	0	1	3	1	6	0	0	1	4
Promotion/Non- Selection	10	67	4	18	6	20	1	6	4	21	5	21
Reassignment												
Denied	0	0	0	0	2	7	1	6	0	0	0	0
Directed	1	7	1	5	6	20	1	6	1	5	2	8
Reasonable Accommodation	0	0	2	9	4	13	4	24	3	16	5	21
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	1	5	1	3	0	0	0	0	0	0
Termination	1	7	1	5	2	7	1	6	3	16	6	25
Terms/Conditions of Employment	1	7	0	0	2	7	0	0	2	11	3	13

Time and Attendance	0	0	1	5	2	7	3	18	2	11	0	0
Training	0	0	0	0	0	0	0	0	0	0	1	4
Other - User Defined	0	0	2	9	0	0	1	6	2	11	1	4
											<u> </u>	
Findings After Hearing	2		5		3		1		4		9	
Appointment/Hire	0	0	0	0	0	0	0	0	1	25	0	0
Assignment of Duties	0	0	0	0	2	67	0	0	0	0	2	22
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	1	11
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment			-					-			-	-
Non-Sexual	0	0	2	40	1	33	0	0	0	0	3	33
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	1	50	2	40	0	0	0	0	1	25	4	44

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	50	0	0	0	0	0	0	0	0	2	22
Reasonable Accommodation	0	0	0	0	0	0	0	0	1	25	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	1	20	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	25	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	1	11
Findings Without Hearing	13		17		27		16		15		15	
Appointment/Hire	0	0	0	0	0	0	0	0	1	7	0	0
Assignment of Duties	0	0	1	6	2	7	2	13	0	0	1	7
Awards	0	0	0	0	0	0	0	0	0	0	1	7
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	1	7
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	8	1	6	2	7	0	0	2	13	1	7
		0	1	6	0	0	0	0	1	7	0	0
Removal	0	0	-									
Removal Other	0	0	0	0	0	0	1	6	0	0	1	7

Evolvation Annuals of	1	0	0		3	11	3	10		0	0	0
Evaluation Appraisal	1	8		0		11		19	0		0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment					ı						ı	
Non-Sexual	1	8	8	47	15	56	8	50	5	33	5	33
Sexual	0	0	0	0	0	0	1	6	1	7	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	8	0	0	1	4	1	6	0	0	1	7
Promotion/Non- Selection	9	69	2	12	6	22	1	6	3	20	1	7
Reassignment						-						
Denied	0	0	0	0	2	7	1	6	0	0	0	0
Directed	0	0	1	6	6	22	1	6	1	7	0	0
Reasonable Accommodation	0	0	2	12	4	15	4	25	2	13	5	33
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	1	4	0	0	0	0	0	0
Termination	1	8	1	6	2	7	1	6	2	13	6	40
Terms/Conditions of Employment	1	8	0	0	2	7	0	0	2	13	3	20
Time and Attendance	0	0	1	6	2	7	2	13	2	13	0	0
Training	0	0	0	0	0	0	0	0	0	0	1	7
Other - User Defined	0	0	2	12	0	0	1	6	2	13	0	0
	1	ı			<u> </u>		Con	parat	ive ]	 Data	I	ı
Pending Complaints				Pro	eviou	ıs Fi	iscal `	- Year I	Data	1	201 ATI	00
Previous Fiscal Years	by S	tatus		2009	201		2011	2012	T	013	2014TI	
Total complaints from p Fiscal Years	revio	ous		1218	92		832	883	$\perp$	56	93	8

Total Complainants	932	690	703	798	885	482
Number complaints pending	'					1
Investigation	89	77	50	37	28	35
ROI issued, pending Complainant's action	1	7	12	5	1	3
Hearing	300	228	288	342	399	520
Final Agency Action	109	85	76	80	68	50
Appeal with EEOC Office of Federal Operations	24	8	8	10	11	61
			Com	parati	ve Data	1
<b>Complaint Investigations</b>	Pro	evious	Fiscal \	Year D	ata	2014Thru09-
	2009	2010	2011	2012	2013	30
Pending Complaints Where Investigations Exceed Required Time Frames	171	154	114	88	85	190